

EXHIBIT S-30

UNREDACTED VERSION OF DOCUMENT
SOUGHT TO BE SEALED

From: Anguiano Alma
Sent: Tuesday, April 17, 2012 10:27 PM
To: Pacific Sierra Region Operators
Cc: US-Pacific Sierra Staff; US-Pacific Sierra Department Heads; Gillen Dan; Riddell Cheryl; Spencer Starla; Gonzalez Lola; Chang Susan; Santana Samantha; Jones Terry
Subject: April 30th NLRB Notice Implementation Delayed
Importance: High

Hello Pacific Sierra Owner/Operators,

NLRB notice put on hold

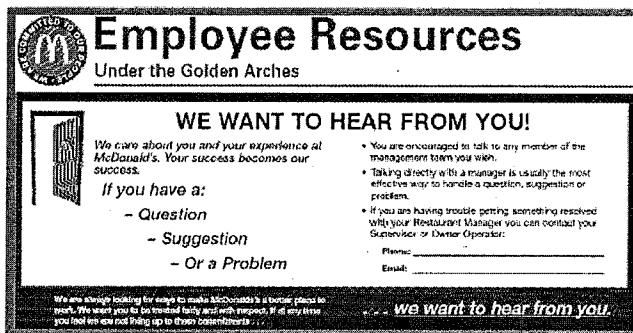
As recently communicated, legal activity regarding the NLRB notice continues. On Friday, April 13th, a South Carolina federal court ruled against the requirement to post the NLRB notice and today a D.C. appellate court prohibited the NLRB from requiring the April 30th notice pending the outcome of an appeal. **As a result, we recommend not posting the NLRB notice until there are further rulings from the courts.**

An important new design for the 9-in-1 poster

In the meantime, our cross-functional team, in conjunction with the National People Team, is proceeding with the design of a new, consolidated 9-in-1 poster for owner/operator restaurants (and a new 10-in-1 poster for McOpCo). The new consolidated poster is intentionally designed larger to prominently feature on the left-side some of the important resources available to employees.

The upper, left-hand corner of the poster includes a critical section to note the name and person employees should contact with concerns, and you will want to ensure that this completed prior to posting. Employees should and confident going to their employer for solutions.

The best defense against potential employment offense, and this forthcoming poster can be an developing a strong offense. The very best thing ensure that McDonald's and our franchisees continue to directly address the needs and concerns of our employees is to know our people, listen to them, take them seriously and treat them right.



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issues is a great effective tool in we can do to

The new poster is being finalized, and ordering details will be made available soon. For those owner/operators who have already placed an order for the 9-in-1 poster with the NLRB notice, Franke has agreed to cancel those orders.

As previously shared, the new version will also include the required and recently updated federal employment notices (Federal Minimum Wage, Polygraph, USERRA) and a few additions regarding employment practices (Employee Pay, Open Door) so that we can communicate all employment-related messages in a unified fashion. The No Solicitation Policy has also been updated. And, should the requirement to post the NLRB notice be upheld on legal appeal, we will make a version of the poster with the NLRB notice available, as well.

I will continue to update you on all NLRB-related issues as new information becomes available. If you have any questions, please contact me directly.

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Thank You,

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